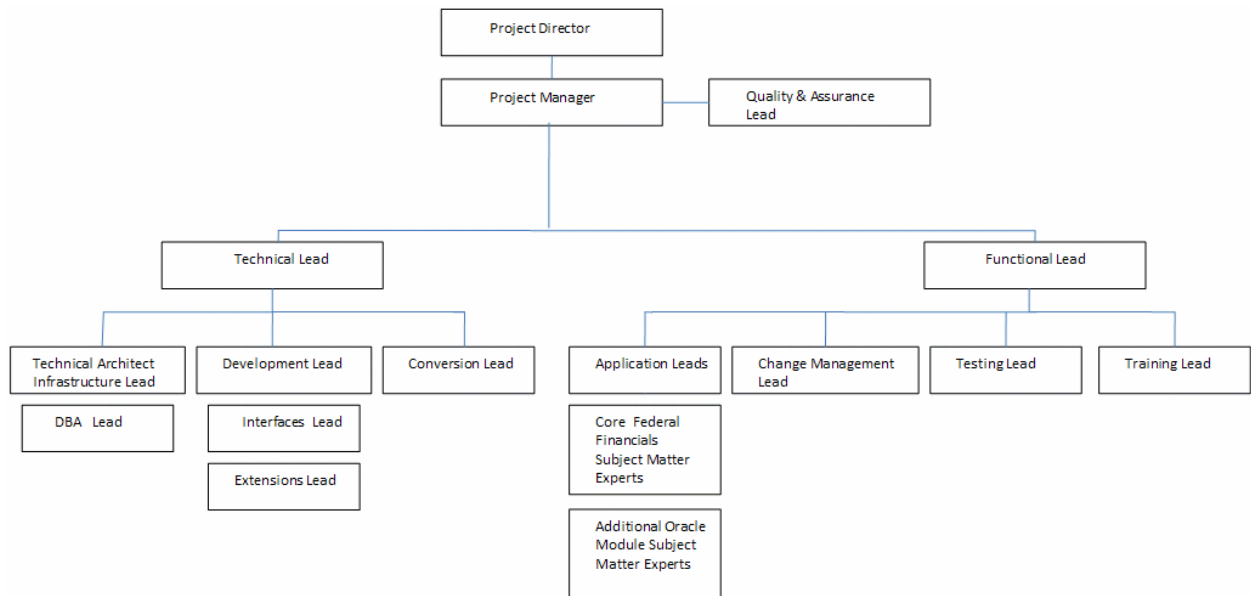


ATTACHMENT 2

Oracle Staff/Resources Vender Competencies Matrix Template

Contractor Name: _____

The following chart indicates a standard Oracle implementation team and job function for key members. The majority of these functions are the responsibility of the contractor who serves as the integrator for the implementation effort. (Refer to Table 1 – Contractor and Government Responsibilities)



A description of each job and corresponding competencies, experience, and skills for the jobs to be performed by the contractor are defined below:

Job Function	Skills
Project Director	The Project Director must have expensive experience implementing Oracle Federal Financials. This shall include all phases of implementation and production cut over activities. Must have a minimum of 7-10 years hands on direct experience leading all phases of a large complex implementation effort. Skills include understanding of and experience in project management methodologies. Must have directed complex project teams of approximately 25 resources with direct implementation and post production support. Experience in a non-Federal Oracle application environment does not apply; the experience must include a fully Federalized Oracle instance with core Oracle Federal Financials.
Project Manager	The Project Manager must have expensive experience implementing Oracle Federal Financials. This shall include all phases of implementation and production cut over activities. Must have a minimum of 5-7 years hands on direct experience leading all phases of a large complex implementation effort. Must have directed large

ATTACHMENT 2

Job Function	Skills
	complex project teams of resources with direct Oracle Federal Financials implementation and post production support. Experience in a non-Federal Oracle application environment does not apply; the experience must include a fully Federalized Oracle instance with core Oracle Federal Financials.
Quality & Assurance Lead	The Q & A Lead must have experience providing a quality management approach in regards to Oracle Federal Financials implementation or post production support. Activities shall include ensuring compliance with applicable government, agency, and application requirements; defining procedures in conjunction with requirements; ensuring tests and procedures are properly understood, carried out and evaluated; and ensuring execution of corrective actions and ongoing compliance with proper and approved specifications.
Technical Lead	Technical Lead must have a minimum of 5-7 years of hands-on experience in the Oracle Federal environment. The skill sets shall include the past experience leading complex architecture design as well as configuration. Must have led full lifecycle implementation and support of a complex database and application environment implementing and supporting Oracle Federal Financials applications. Must have hands-on experience leading the technical efforts in both core and application functions. Experience in a non-Federal Oracle application environment does not apply; the experience must include a fully Federalized Oracle instance with core Oracle Federal Financials.
Functional Lead	Functional Lead must have a minimum of 5-7 years of hands-on experience in the Oracle Federal environment. The skill sets shall include the past experience leading complex application functional design and configuration. Must have led full lifecycle implementation of the core Federal Financial applications. This would include all phases of the implementation. Must have hands-on experience leading applications leads and subject matter experts of diverse functional resources. Experience in a non-Federal Oracle application environment does not apply; the experience must include a fully Federalized Oracle instance with core Oracle Federal Financials.
Technical Architect/ Infrastructure Lead	Technical Architect must have a minimum of 5-7 years experience in the Oracle Federal environment. Skills shall include leading complex teams in the use of development tools, techniques, protocols, and languages. Shall have experience that includes data modeling, business- and systems analysis, and application development. Must have hands-on experience leading teams of diverse technical resources. Experience in a non-Federal Oracle application environment does not apply; the experience must include a fully Federalized Oracle instance with core Oracle Federal Financials.
Development Lead	Development Lead shall have a minimum of 5-7 years of experience in the Oracle Federal environment. This includes leading custom and extension development integrated with the Oracle Federal Financials applications. This experience shall include fully integrated interfaces as well as custom forms and extensions. Must have hands-on full lifecycle development experience. Experience in a non-Federal Oracle application environment does not apply; the experience must include a fully Federalized Oracle instance with core Federal Financials.
Conversion Lead	Conversion Lead shall have a minimum of 5-7 years of hands-on

ATTACHMENT 2

ATTACHMENT 2

Job Function	Skills
	experience in the Oracle Federal environment. The experience shall include leading the conversion efforts for all required data elements involved in standard conversion for Oracle Federal Financials. Shall have led teams of technical resources in complex conversion routines including the use of standard Oracle API as well as Sql table loads. Experience in a non-Federal Oracle application environment does not apply; the experience must include a fully Federalized Oracle instance with core Oracle Federal Financials.
Applications Lead	Applications Lead shall have a minimum of 5 years of hands-on experience in the Oracle Federal environment. The experience shall include leading teams of functional subject matter experts in the implementation and configuration of multiple Oracle application in the Federal environment. Must have full lifecycle experience. Experience in a non-Federal Oracle application environment does not apply; the experience must include a fully Federalized Oracle instance with core Oracle Federal Financials.
Testing Lead	Testing Lead shall have a minimum of 5 years of experience in leading the execution of testing in an Oracle Federal environment. The experience shall include the development of testing strategy, including test planning, execution and reporting. The testing must include full unit, link and integration testing. Must have directed complex functional and technical testing resources. Experience in a non-Federal Oracle application environment does not apply; the experience must include a fully Federalized Oracle instance with core Oracle Federal Financials.
Database Administrator Lead	DBA Lead shall have a minimum of 5 years experience as an Oracle applications DBA in a Federal environment. Skills include leading a team of DBAs as well as support of multiple database and Oracle application environments, including Oracle 9i, Oracle RAC and 10g Grid control. Database activities must include support of Oracle Federal Financials both in application and core DBA tasks. Experience in a non-Federal Oracle applications environment does not apply, the experience must include a fully Federalized Oracle instance with core Federal Financials.
Interfaces Lead	Interfaces Lead shall have a minimum of 5 years of experience leading the development of interfaces with Oracle Federal Financials. This shall direct hands-on experience leading development teams for interface integration. Experience shall include working knowledge of Oracle development and integration standards. Skills include complex interface development utilizing Oracle APIs. Experience in a non-Federal Oracle applications environment does not apply, the experience must include a fully Federalized Oracle instance with core Federal Financials.
Extensions Lead	Extensions Lead shall have a minimum of 5 years of experience leading the development of extensions with Oracle Federal Financials. This shall direct hands-on experience leading development teams for extension development. Experience shall include working knowledge of Oracle development and integration standards. Skills include complex extension development including all technical development utilizing Oracle tools such as Developer and Forms. Experience in a non-Federal Oracle applications environment does not apply; the experience must include a fully Federalized Oracle instance with core Federal Financials.
Core Federal Financials	Core Federal Financials Subject Matter Experts (SME) shall have a

ATTACHMENT 2

ATTACHMENT 2

Job Function	Skills
Subject Matter Experts	minimum of 5 years of experience in the implementation and configuration of Oracle Federal Financials. Core Federal Financials shall include General Ledger, Federal Administrator, Purchasing, Accounts Payable, Accounts Receivable and Fixed Assets. Contractor shall provide resources to provide coverage for all core modules as listed. Experience in a non-Federal Oracle applications environment does not apply; the experience must include a fully Federalized Oracle instance with core Oracle Federal Financials.
Additional Oracle Subject Matter Experts	Additional Oracle Subject Matter Experts (SME) shall have a minimum of 5 years of experience in the implementation and configuration of Oracle applications. Additional application examples include Projects, iProcurement, Discoverer, etc. Experience shall include integration of these applications with Oracle Federal Financials. Experience in a non-Federal Oracle applications environment does not apply; the experience must include a fully Federalized Oracle instance with core Oracle Federal Financials.

- (1) The contractor shall complete the following chart which provides details on the ability of current contractor staff to perform each of the implementation job functions. The skills detailed above are a minimum benchmark that contractor resources must meet to qualify for the job function. The contractor shall provide a mix of resources that represent the full skill sets required to accomplish an implementation of Oracle Federal Financials. The contractor shall include the names of resources currently employed by the prime contractor who are able to meet the skill sets. Do NOT duplicate a resource in multiple job functions. Each resource must be assigned to only one job function. **Resumes of all named resources supporting the skill set must be provided.**

Job Function	Contractor Resource(s) by Name
Project Director	(e.g., John Doe, Mary Dean)
Project Manager	
Quality & Assurance Lead	
Technical Lead	
Functional Lead	
Technical Architect/Infrastructure Lead	
Development Lead	
Conversion Lead	
Applications Lead	
Testing Lead	
Database Administrator Lead	
Interfaces Lead	
Extensions Lead	

ATTACHMENT 2

ATTACHMENT 2

Job Function	Contractor Resource(s) by Name
Core Federal Financials Subject Matter Experts	
Additional Oracle Subject Matter Experts	
Total Resources	

- (2) The Government requires the contractor to be able to support all current Oracle Federal Financial and supporting enterprise modules. The contractor shall complete the following chart which identifies the specific experience of each currently employed resource by module and by checking the associate box. The contractor shall only identify resources who have participated in the implementation of the module. Knowledge of the module and its functionality are not considered sufficient experience.

The following numbering scheme identifies the modules.

- 1 Oracle Federal Financials
- 2 Projects
- 3 iProcurement
- 4 Procurement Contracts
- 5 Discoverer
- 6 Fed Admin
- 7 Budget Execution
- 8 Balanced Scorecard
- 9 Daily Business Intelligence
- 10 Oracle Database 9i
- 11 Oracle Database 10g
- 12 Oracle Developer
- 13 Data Warehouse

Name	1	2	3	4	5	6	7	8	9	10	11	12	13
e.g., John Doe	x		x				x	x					

- (3) The NBC anticipates engaging in cross-servicing activities with Federal agencies that require the highest level of top secret clearance. The prime

ATTACHMENT 2

ATTACHMENT 2

contractor shall be required to provide these cleared resources. Please provide the information as detailed in the table below. The contractor shall indicate the current number of employees for each category as well as the current level of security clearance. The clearance level shall be indicated by Top Secret, Top Secret with Polygraph, etc.

Job Function	Name	Clearance Level	Date of Clearance
Project Director	e.g., John Doe	Top Secret	9/15/05
Project Manager			
Quality & Assurance Lead			
Technical Lead			
Functional Lead			
Technical Architect/ Infrastructure Lead			
Development Lead			
Conversion Lead			
Applications Lead			
Testing Lead			
Database Administrator Lead			
Interfaces Lead			
Extensions Lead			
Core Federal Financials Subject Matter Experts			
Additional Oracle Subject Matter Experts			
Total Resources			

ATTACHMENT 2

- (4) Describe your company's turnover rate over the last three years. Include the total number of employees on board during calendar years 2003, 2004, 2005, and through July 31, 2006 and the number of employees who have left the company during those years.

Year	Turn-Over Rate %	Number of Employee's who left during the Year	Total Number of Employees (full time)	Additional Information
Current year through July 31, 2006				
2005				
2004				
2003				